

HENDERSON ECONOMIC DEVELOPMENT



TABLE OF CONTENTS



- 1 Manufacturing Impact
- 2 Where You Toured
- 3 Manufacturing in the Classroom
- 4 Questions to Ask
- 5 Skills Observation
- 6 Workplace Learning
- 7 Notes

MANUFACTURING IMPACT

In Henderson, 4,640 people are employed in manufacturing, making an average salary of \$68,593/year.

This industry offers numerous pathways to success, with the potential for high pay and a lifelong career.

Everyone can find something that sparks their interest in manufacturing. From robotics to welding to engineering, anyone can jumpstart or switch their career. The key is bringing awareness to these opportunities.

Students can enter the manufacturing workforce right after graduating from high school. Later, they can continue their education at a short-term technical college if they choose. This pathway results in minimal student loans. The money earned on the job goes straight into their pocket.

There are several reasons modern manufacturing is enticing to job seekers, such as:

- Creating useful products
- Competitive pay and benefits
- Evolving with technology
- Career advancement opportunities
- Job security

Henderson offers a diversified manufacturing profile. To name a few, job seekers can choose to enter the automotive, paper, metal, or distribution industries locally.

What better way to way to find an impactful career?

WHERE YOU TOURED



Audubon Metals

What started in 1996 as a single furnace operation has since grown into a seven furnace operation. Audubon Metals processes and recycles over half a billion pounds of non-ferrous scrap metals per year.

CAREER OPPORTUNITIES

Positions:

- Production
- Mobile Equipment Operator
- Furnace Operator
- Quality Inspector
- Industrial Maintenance Technician
- Electrician
- Team leader
- Accounting/Finance
- Sales/Purchasing

Compensation:

Production positions: \$16-\$40 / hour

Benefits:

- Medical, Dental, Vision, & Life insurance
- Flexible schedule
- Profit sharing bonus
- Paid vacation and holidays
- 401(k) retirement plan



EDUCATION NEEDED

- *Entry level positions* - physical labor experience and a solid work history
- *Skilled/Maintenance positions* - electrical, welding, hydraulic and mobile equipment experience is preferred
- *Professional positions* - a college degree or equivalent work experience

WHERE YOU TOURED



Gibbs Die Casting

Gibbs is a manufacturer of precision die-cast, machined, and assembled products predominantly for the automotive industry.

CAREER OPPORTUNITIES

Entry Level

- Trim Press Operator
- Casting Press Operator
- Forklift Driver (Molten Aluminum)
- Machine Operator

Experienced

- Quality Operator
- Machine Operator
- Operator Level 3 +
- Material Handler
- Quality Tech
- Metal Lab
- Sr. Trimmer
- Casting Tech
- Process Coord

Supervision + Management

- Operations
- Engineering
- Administration
- Maintenance
- Tool & Die
- Middle Management
- Upper Management

Experience + Education

- Safety
- Quality
- Maintenance
- Engineering
- Supply Chain
- Tool & Die
- Human Resources
- Information Technology
- Accounting
- Purchasing

Compensation:

Production: \$16.50 - \$25.50

Skilled: \$23.00 - \$33.00

Benefits:

- Health, Dental, Vision, & Life insurance
- Tuition and educational assistance
- Generous paid time off
- Paid lunch
- Paid holidays
- On-site fitness center and fitness reimbursements
- Opportunities for growth and advancement through on-the-job training, apprenticeships, and tuition reimbursement



WHERE YOU TOURED



Did you know most easy-open pull tabs on the items you purchase are made in Henderson? Pringles, infant formula, coffee cans and canned goods all rely on Sonoco to create lids for their products.

CAREER OPPORTUNITIES

Positions:

- Production Worker
- Mobile Equipment Operator
- Quality Inspector
- Industrial Maintenance Technician
- Electricians

Compensation:

\$22.21 - \$43.50/ hour + shift differential

Benefits:

- Medical, Dental, Vision, & Life insurance
- Employer paid short and long-term disability
- Employee assistance program
- Tuition assistance
- 401(k) retirement savings plan
- Paid time off



EDUCATION NEEDED

WORKKEYS MINIMUM SCORES

Entry Level Position:

- Workplace Documents-Level 3
- Graphic Literacy-Level 3

Maintenance Position:

- Applied Math-Level 5
- Graphic Literacy-Level 4
- Workplace Documents-Level 5

WHAT IS WORKKEYS?

It is an ACT career assessment that measures foundational skills required for success in the workplace, and helps measure the workplace skills that can affect job performance.

WHERE YOU TOURED



International Paper

International Paper's Henderson Mill has been a part of the community for over 28 years. It is a full recycle mill, taking old boxes and making them into new box paper.

CAREER OPPORTUNITIES

Positions:

- NHI Process Technician (entry level process position)
- Maintenance (entry level)
- Engineering

Skill requirements:

- High school diploma or GED
- Operations: at least one year of manufacturing experience, basic math skills, and basic computer skills
- Maintenance: industrial maintenance certificate and/or equivalent experience

Compensation:

Production: \$22.11 - \$25.86

Maintenance: \$27.41 - \$31.36

Benefits:

- Paid vacation and holidays
- Medical and health benefits
- Life insurance
- Disability income
- Gainsharing
- Wellness programs
- 401(k) retirement plan



WHERE YOU TOURED



Pittsburg Tank & Tower Group (PTTG) has been climbing for over 100 years. They build, design, maintain and refurbish all styles of storage tanks. PTTG also builds communication towers and structural steel for industry leaders around the world.

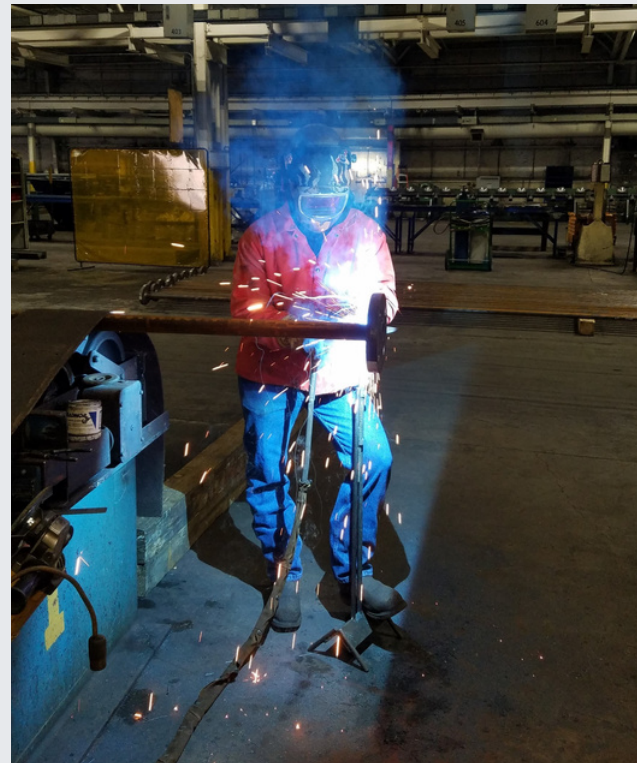
CAREER OPPORTUNITIES

Positions / Compensation

- Shop Laborer
- Shop Machine Operator
- Shop Welder
- Field Blaster Painter
- Field Laborer
- Field Welder
- Human Resources
- Information Technology
- Risk Management
- Finance/Accounting

Benefits:

- Medical, Dental, Vision, & Life insurance
- 401(k) retirement plan with employer match
- Employee Stock Ownership Plan
- Education assistance
- On-site fitness center
- Marketplace chaplains
- Employee assistance program



SKILLS NEEDED

- High school diploma or GED
- Knowledge of metal inert gas (MIG) welding

COMPENSATION

- Entry level positions: \$17 - \$20
- Skilled level positions: \$21 +



QUESTIONS TO ASK

Supervisor Questions

1. Please give me a brief description of your company.
2. Who are your clients or customers?
3. During the past several years, what major industry changes/issues have impacted your company?
4. Describe your company's culture.
5. How many people are employed by the company?
6. How has technology affected the company?
7. What should I be teaching in my classroom to prepare students for employment in a company like this?
8. What would you recommend teachers do to strengthen the relevance of school to the workplace?

Labor Market Questions

1. Do you see the local labor markets' need for new workers in your field increasing, decreasing or remaining steady?
2. How might this labor market change in the next five years?
3. What new skills are required of entry-level employees?
4. What skills are recommended for workers in the field who wish to advance?
5. What, if any, industry certifications do you consider desirable for a prospective employee?
6. What new technologies are emerging in this field?
7. Is there any additional information you would like educators to know?

QUESTIONS TO ASK

Human Resource Questions

1. What level of education, training, skills, or experiences does an applicant need for an entry-level position?
2. What should I be teaching in my classroom to prepare students for employment in a company like this?
3. What is the entry-level wage?
4. What advice would you give a student who is interested in working for your company?
5. What would you recommend teachers do to strengthen the relevance of school to the workplace?
6. What training do you give employees?
7. How do you locate future employees?
8. What jobs do you expect to have the greatest demand within the next five years?

Employee Questions

1. Please describe your typical workday OR your main responsibilities at work.
2. What should I be teaching in my classroom to prepare students for employment?
3. Would you be willing to allow a student to job shadow?
4. What are the positive aspects of your job?
5. What are the negative aspects of your job?
6. What advice would you give a student who is interested in working in your job?
7. Is there any additional information you would like educators to know?

MANUFACTURING IN THE CLASSROOM

AN EDUCATOR'S ROLE

College is not the only option after graduation.

Educators have the unique opportunity to connect the classroom to the workplace.

Learning more about trends, skill requirements, and opportunities in manufacturing bring real life experiences into conversations when guiding students.

Seeing manufacturing firsthand allows educators to promote that college is not the only option after graduation.

There are several benefits to manufacturing promotion:

- Educators design and implement classroom activities that will add meaning to career readiness
- A fresh perspective allows educators to tie curriculum to real-world applications.
- Students are provided with guidance and knowledge about career pathway opportunities

Real-world experiences are invaluable when training students of all ages to be successful in the workforce.

SKILLS OBSERVATION

Please note the skills and personal qualities you observe for solid job performance. Record the ways you see these skills being used and then consider how you could incorporate teaching these skills in your classroom.

BASIC SKILLS

HOW SKILL IS USED

CLASSROOM APPLICATION

Listening

Speaking

Appropriate attire

Time management

Team interaction

Technology used

Customer service

Integrity

SKILLS OBSERVATION

**ACADEMIC
SKILLS**

**HOW SKILL
IS USED**

**CLASSROOM
APPLICATION**

Reading

Writing

Mathematics

Scientific concepts

Foreign language

Creative thinking

Decision making

Problem solving

WORKPLACE LEARNING

This tool is designed to help you get a better understanding of the level of complexity of the tasks that are performed at a worksite. For each of the competency areas listed below, please circle the level at which the employees must perform.

Math Not used on the job	Perform simple calculations	Perform complex calculations (ex: calculate rates, metric conversions, etc.)
Writing Not used on the job	Write simple messages	Perform more complex writing tasks (ex: letters, sequential written directions)
Reading Not used on the job	Read simple directions (ex: labels, memos, filing)	Read more complex materials (ex: instructional manuals, reports)
Task Complexity Perform simple tasks	Perform multi-step tasks or one-step tasks	Perform more than one multi-step task simultaneously
Planning Not a responsibility on the job	Assist in planning steps required to complete multi-step assignments	Helps identify alternative methods to complete multi-step assignments & plan steps
Problem Solving Identify problems when performing	Identify problems and solutions when performing	Perform more complex, non-routine work assignments that require problem solving
Technology No use of technology on the job	Perform basic technical tasks	Perform advanced technical tasks (ex: maintain computer network)
Communication Asking/answering questions	Prepare and convey simple ideas and information for co-workers/clients	Prepare and convey complex ideas and information to co-workers/clients



KENTUCKY
Henderson
Economic Development